

# Annual EEO Public File Report

## WFLD Fox 32 & WPWR My50 IS AN EQUAL OPPORTUNITY EMPLOYER

**Coverage Period:** August 1, 2018 – July 31, 2019

**Station's Comprising Station Employment Unit:** WFLD-Fox 32 & WPWR-My 50 Chicago

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
Photographer/Editor	08/20/2018	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015
News Producer	09/17/2018	TV Jobs Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052
Production Technician	11/26/2018	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015
Sales Assistant	12/3/2018	<a href="http://www.fox32chicago.com">www.fox32chicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015
Sales Assistant	12/3/2018	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Digital Content Creator	12/10/2018	Indeed.com <a href="http://www.fox32chicago.com">www.fox32chicago.com</a> – OTHER 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015
VP, Engineering	02/04/2019	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015
News Anchor/Reporter	02/25/2019	Employee Referral 205 N. Michigan Ave. Chicago, IL 60601
Producer	04/15/2019	Intracompany Transfer/Promotion 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015
Account Executive	06/03/2019	Employee Referral

		205 N. Michigan Ave. Chicago, IL 60601
Producer	06/17/2019	Fox Television Stations/KDFW 400 N. Griffith St Dallas, TX 75202.
Photographer/Editor	06/24/2019	<a href="http://www.fox32chicago.com">www.fox32chicago.com</a> 205 N. Michigan Ave. Chicago, IL 60601 312-565-3015

**Total Number of Persons Interviewed During Applicable Period: 44**

<b>Section 2: Recruitment Source Information</b>		
<b>Recruitment Source</b> (Company, Address, Telephone #, Contact Person)	<b>Total Number of Interviewees</b> This Source Has Provided During this Period (If Any)	<b>Full-time Positions For Which Source Was Utilized</b>
Employee Referrals - Internal WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601	8	All Positions
Employee Referrals WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601	9	All Positions
WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601 Sharming Nathan 312-565-3015 <a href="http://www.fox32chicago.com">www.fox32chicago.com</a>	9	All Positions
Fox Stations Sales (FSS) - New York 205 E. 67th St, 2nd Floor New York, NY. 10065 Dorian Kasuba / Bonnie Yuen 212-332-9239 <a href="mailto:dorian.kasuba@foxtv.com">dorian.kasuba@foxtv.com</a> <a href="mailto:Bonnie.Yuen@foxtv.com">Bonnie.Yuen@foxtv.com</a>		All Positions
Fox Television Stations TVHO-NY 1211 Avenue of the Americas New York, NY.10036 <a href="mailto:Heather.frascella@foxtv.com">Heather.frascella@foxtv.com</a>		All Positions
KDFW/KDFI 400 N. Griffin St.	1	All Positions

Dallas, TX.75202 Nicole Robles 214-720-3149 <a href="mailto:Nicole.robles@foxtv.com">Nicole.robles@foxtv.com</a>		
KMSP/WFTC 11358 Viking Dr Eden Prairie, MN.55344 Kate O'Hara 952-5607 <a href="mailto:Kate.ohara@foxtv.com">Kate.ohara@foxtv.com</a>		All Positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX. 77027 Tracey Rivers 713-479-2720 <a href="mailto:Tracey.rivers@foxtv.com">Tracey.rivers@foxtv.com</a>		All Positions
KSAZ/KUTP 511 W. Adams St. Phoenix, AZ. 85003 Diana Pike 602-262-5150 <a href="mailto:Diana.pike@foxtv.com">Diana.pike@foxtv.com</a>		All Positions
KTBC 119 E. 10th St. Austin, TX. 78701 Lisa Cordes 512-495-7024 <a href="mailto:Lisa.cordes@foxtv.com">Lisa.cordes@foxtv.com</a>		All Positions
KTTV/KCOP 1999 South Bundy Dr Los Angeles, CA. 90025 Tonia Carter 310-584-2169 <a href="mailto:Tonia.carter@foxtv.com">Tonia.carter@foxtv.com</a>	1	All Positions
KTVU/KICU 2 Jack London Sq Oakland, CA. 94607 Christine Nohr 510-874-0227 <a href="mailto:Christine.nohr@foxtv.com">Christine.nohr@foxtv.com</a>		All Positions
WAGA 1551 Briarcliff Rd., NE		All Positions

Atlanta, GA. 30306 Regina Davis 404-898-0269 <a href="mailto:Regina.davis@foxtv.com">Regina.davis@foxtv.com</a>		
WJBK 16550 West Nine Mile Rd. Southfield, MI. 48075 Cynthia Smith 248-552-5233 <a href="mailto:Cynthia.smith@foxtv.com">Cynthia.smith@foxtv.com</a>		All Positions
WJZY/WMYT 3501 Performance Rd. Charlotte, NC. 28214 Karen Bouldin 704-944-3372 <a href="mailto:Karen.bouldin@foxtv.com">Karen.bouldin@foxtv.com</a>		All Positions
WNYW/WWOR 205 East 67th Street New York, NY. 10065 Roselyn Barranda 212-452-4873 <a href="mailto:Roselyn.barranda@foxtv.com">Roselyn.barranda@foxtv.com</a>		All Positions
WOFL/WOGX/WRBW 35 Skyline Dr Lake Mary, FL. 32746 Jean Fromm / Iraida Morillo 407-741-5169 <a href="mailto:Jean.fromm@foxtv.com">Jean.fromm@foxtv.com</a> <a href="mailto:Iraida.Morillo@foxtv.com">Iraida.Morillo@foxtv.com</a>		All Positions
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC. 20016 Theresa Wilson / Murphy Baker 202-895-3232 <a href="mailto:Theresa.wilson@foxtv.com">Theresa.wilson@foxtv.com</a> <a href="mailto:Murphy.Baker@foxtv.com">Murphy.Baker@foxtv.com</a>		All Positions
WTVT 3213 W Kennedy Blvd Tampa, FL 33609 Iris Sierra 813-876-1313 <a href="mailto:Iris.sierra@foxtv.com">Iris.sierra@foxtv.com</a>		All Positions

<p>WTXF 330 Market St Philadelphia, PA.19106 Megan Young / Adrienne Pitchett 215-982-5215 <a href="mailto:Megan.young@foxtv.com">Megan.young@foxtv.com</a> <a href="mailto:Adrienne.Pritchett@foxtv.com">Adrienne.Pritchett@foxtv.com</a></p>		All Positions
<p>Indiana Hispanic Chamber PO Box 20881 Indianapolis, IN 46220 <a href="mailto:Rdlr7225@aol.com">Rdlr7225@aol.com</a></p>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
<p>National Association of Black Journalists-Chicago Chapter P.O Box 11425 Chicago, IL. 60611 312-409-4495 <a href="mailto:Kp_chaney@yahoo.com">Kp_chaney@yahoo.com</a> <a href="mailto:drmatthews@nabj.org">drmatthews@nabj.org</a></p>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
<p>Illinois Media School 530 S. State St. Chicago, Illinois 60605 331-215-4733 <a href="mailto:rhiller@beonair.com">rhiller@beonair.com</a></p>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
<p>Illinois Centers for Broadcasting 530 S State Street Chicago, IL 60605 <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> <a href="mailto:rhiller@beonair.com">rhiller@beonair.com</a></p>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
<p>National Latino Education Institute 2011 West Pershing Rd Chicago, IL. 60609 <a href="mailto:dsanchez@nlei.org">dsanchez@nlei.org</a> <a href="mailto:elbaaranda@nlei.org">elbaaranda@nlei.org</a></p>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
<p>Chicago Urban League 4510 S. Michigan Ave. Chicago, IL. 60653 <a href="mailto:awells@thechicagourbanleague.org">awells@thechicagourbanleague.org</a> <a href="mailto:kloftis@chicagourbanleague.org">kloftis@chicagourbanleague.org</a></p>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer

Chicago Women in Publishing PO Box 268107 Chicago, IL. 60626 <a href="mailto:info@cwip.org">info@cwip.org</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Emma Bowen Foundation 30 Rockefeller Plaza 1221 Avenue of the Americas New York, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
City of Chicago Mayor's Office of People with Disabilities 2102 W. Ogden Ave. Chicago, Illinois 60612 312-744-6673 <a href="mailto:Lavonzell.paige@cityofchicago.org">Lavonzell.paige@cityofchicago.org</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Japanese American Citizens League 5415 North Clark Street Chicago, IL 60640 <a href="mailto:byoshino@jacl.org">byoshino@jacl.org</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
National Black MBA Association 1 East Wacker Dr., Suite 3500 Chicago, IL. 60601 <a href="mailto:hr@nbmbaa.org">hr@nbmbaa.org</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Rainbow Push Coalition 930 East 50th Street Chicago, IL. 60615 <a href="mailto:mmckinnonprice@rainbowpush.org">mmckinnonprice@rainbowpush.org</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Skills for Chicagoland's Future 191 N. Wacker Dr. Ste 925 Chicago, IL. 60606 312-906-7200 <a href="mailto:dpoupard@skillsforchicagoland.com">dpoupard@skillsforchicagoland.com</a> <a href="mailto:tpcarter@skillsforchicagoland.com">tpcarter@skillsforchicagoland.com</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Organization of Chinese Americans 1322 18 <sup>th</sup> St., NW Washington D.C. 20036 <a href="mailto:oca@ocanational.org">oca@ocanational.org</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Native American Journalist Assoc. NAJA_OU Gaylord College 395 Lindsey St. Norman, OK 73019-4201 <a href="mailto:pamsilas@naja.com">pamsilas@naja.com</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer

Fort Wayne Urban League 2135 S Hanna St. Fort Wayne, IN 46803 <a href="mailto:rhamilton@fwurbanleague.org">rhamilton@fwurbanleague.org</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Illinois Job Bank <a href="http://www.illinoisjoblink.com">www.illinoisjoblink.com</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Aurora University 347 S. Gladstone Ave. Aurora, IL. 60506 <a href="mailto:career@aurora.edu">career@aurora.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Roosevelt University 430 S. Michigan Ave. Chicago, IL. 60605 <a href="mailto:career@roosevelt.edu">career@roosevelt.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Northwestern University 633 Clark Street Evanston, IL. 60208 <a href="mailto:careerservices@northwestern.edu">careerservices@northwestern.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Robert Morris College 401 S. State Street Chicago, IL.60605 <a href="mailto:careerservices@robertmorris.edu">careerservices@robertmorris.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Southern Illinois University- Edwardsville State Route 157 Edwardsville, IL. 62026 <a href="mailto:careerdevelopment@siue.edu">careerdevelopment@siue.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Southern Illinois University- Carbondale Woody Hall B204 Mail Code 4703 Carbondale, IL. 62901 <a href="mailto:careerservices@siu.edu">careerservices@siu.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Northern Illinois University 220 Campus Life Bldg. DeKalb, IL. 60115 <a href="mailto:careerservices@niu.edu">careerservices@niu.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer

Columbia College 623 S. Wabash Chicago, IL. 60605 Angela Sheridan <a href="mailto:asheridon@colum.edu">asheridon@colum.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Chicago State University 9501 S. King Drive Chicago, IL 60628 <a href="mailto:clist@csu.edu">clist@csu.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Howard University 2400 Sixth St. NW Washington, D.C. 20059 202-806-6100 <a href="mailto:cedarrecruiting@howard.edu">cedarrecruiting@howard.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
University of Chicago 5801 S Ellis Ave Chicago, IL 60637 <a href="mailto:bosworth@uchicago.edu">bosworth@uchicago.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Northeastern Illinois University 5500 North St. Louis Ave. Chicago, IL. 60625 <a href="mailto:T-blackwell@neiu.edu">T-blackwell@neiu.edu</a> <a href="mailto:e-blair@neiu.edu">e-blair@neiu.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
University of Illinois – Chicago Office of Career Services 1200 West Harrison Street (M/C 099) Ste 3050 Chicago, IL. 60607 <a href="mailto:thy@uic.edu">thy@uic.edu</a> <a href="mailto:OCS@uic.edu">OCS@uic.edu</a> <a href="mailto:jlhayes@uillinois.edu">jlhayes@uillinois.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
DePaul University 14 E Jackson Boulevard Chicago, IL 60604 <a href="mailto:career_center@depaul.edu">career_center@depaul.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Western Illinois University 1 University Circle Macomb, IL 61455 <a href="mailto:careers@wiu.edu">careers@wiu.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer



Eastern IL University 600 Lincoln Ave Charleston, IL 61920 <a href="mailto:careers@eiu.edu">careers@eiu.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Loyola University 1032 W. Sheridan Rd Chicago, IL 60660 <a href="mailto:careercenter@luc.edu">careercenter@luc.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Bradley University 1501 W Bradley Ave Peoria, IL 61625 <a href="mailto:jpesek@bradley.edu">jpesek@bradley.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Illinois State University <a href="mailto:jdmarsh@illinoisState.edu">jdmarsh@illinoisState.edu</a> <a href="mailto:cdeblaey@ilstu.edu">cdeblaey@ilstu.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Marquette University 1250 W. Wisconsin Ave Milwaukee, WI 53233 <a href="mailto:Charonda.oliphant@marquette.edu">Charonda.oliphant@marquette.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Central Michigan University 1200 S. Franklin St Mount Pleasant, MI 48859 <a href="mailto:erik.simon@cmich.edu">erik.simon@cmich.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
Wilberforce University 1055 N Bickett Rd Wilberforce, OH 45384 <a href="mailto:vjones@wilberforce.edu">vjones@wilberforce.edu</a>		Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer
TV Jobs Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	2	Photographer, Producer, Production Tech, Sales Assistant, Sales Assistant, Digital Content Creator, VP, Engineering, News Anchor, Account Executive, News Producer, Photographer

\*\*\*Additional interviewees from other sources: (10) interviews referred from Indeed; (1) interviewee referred from LinkedIn; (1) interviewee referred from TVST University Recruiting; (2) Careerbuilder.com

In addition to the above recruitment source information, job openings are sent to the Human Resources contact for each owned and operated Fox Televisions Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

- WPWR and WFLD open positions are posted together on the [www.fox32chicago.com](http://www.fox32chicago.com) website

1. **(i) Participation in at least three job fairs by station personnel who have substantial responsibility in the making of hiring decisions.**

WFLD-32 / WPWR-50 participate in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, LLC and the job opportunities and internship/mentoring programs available within the group. A list of job openings and station contact information is available upon request

WFLD/WPWR participated in the following job fairs during the reporting period:

- **The National Association of Black Journalists (NABJ) Career Fair:** August 1 – 3, 2018 – Detroit, MI – Attended by Iris Sierra (HRD), Cynthia Smith (HRD), Kevin Roseborough (VP/News Director), Matthew Piacente (VP/News Director).
- **Excellence in Journalism Conference:** September 27 – 28, 2018 – Baltimore, MD – Attended by Sharming Nathan (HRD), Roselyn Baranda (HRD), Paul McGonagle (VP/News Director).
- **Howard University Career Fair:** February 28, 2019 – Washington, DC – Attended by Heather Frascella (HRD), Bonnie Yuen (HRD), and April Williams (Executive Producer)
- **Roosevelt University Career Fair:** March 21, 2019 – Chicago, IL – Attended by Sharming Nathan (HRD)
- **Columbia College Intern & Career Fair:** April 10, 2019 – Chicago, IL – Attended by Sharming Nathan (HRD)
- **FTS Networking Reception/Emma Bowen Career Fair:** July 10, 2019 – New York City, NY – Attended by Roselyn Barranda (HRD), and Bonnie Yuen (HRD)

2. **(iv) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.**

**Staff Appearances and Community Involvement**

On-going outreach efforts are supported by public speaking engagements by our staff which includes, but is not limited to schools, local college/universities, civic, non-profit organizations and similar events.

- August 11, 2018: Bud Billiken Day Parade (Fox On Air Talent participated in the 87<sup>th</sup> annual back to school parade)
- October 4, 2018: True Star Foundation Annual Fundraiser for Teens in Digital Media (Attended by Sharming Nathan (HRD), Ileene Paset (LSM))
- February 1, 2019: Unmasked Fundraiser – Oak Leyden Developmental Services (Attended by Natalie Bomke, Talent – served as mistress of ceremonies)
- June 13, 2019: National Media Scholars (Attended by Jim Mannix, LSM)
- July 10, 2019: Host of Station Tour – students from Midtown Educational Foundation (Nicholas Mitrovich, Producer).

3. **(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

**Internship Program**

WFLD Fox 32 & WPWR continues to offer an academic credit internship program for college/university, junior, senior and graduate students. Generally, internships are available in the following departments: News & Sports (Summer Only), Sales, Programming, Research and Creative Services (including Promotions and Marketing).

The objectives of the internship program are to:

- Provide students majoring in journalism, communications, and media & related disciplines the opportunity to receive on-site exposure to and training for experienced televisions broadcast professionals who are in job positions to which students aspire.
- Provide students majoring in journalism, communications, and media & related disciplines the opportunity to garner practical application experience and exposure to a work environment in their desired field.

- Identify graduating students for the Stations' job applicant pool for employment opportunities.
- Eligibility Criteria:
  - College juniors, seniors, and graduate students.
- Receipt of academic credit.

The internship program is overseen by the Director of Human Resources. In this reporting year, we had a total of 19 unpaid interns: News: 9 students (Summer Semester 2018); 10 students (Summer Semester 2019)

We accepted students from University of Kentucky, Columbia College, University of Miami, University of Missouri, Indiana University, Northern Illinois University, University of Illinois, Governors State University, Western IL University, Indiana University-Bloomington, Southern Methodist University, South Dakota State University, Georgetown University, Ball State University, University of Nevada, University of Arizona, Kansas State University, Illinois State University, Southern Illinois University.

**4. (vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).**

Job Shop at [www.fox32chicago.com](http://www.fox32chicago.com) is an ongoing initiative that allows employers to post jobs on the stations' website at no cost. The station will profile a job of the day on air and online. In addition to the job listings, reporters have aired stories regarding job interview techniques, helpful resume tips and interviews with local area recruiting experts.

**5. (vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.**

**Work Study Scholarship Programs – Emma L. Bowen Foundation for Minority Interest in Media, Inc.**

Established in 1989, the Emma L. Bowen Foundation for Minority Interest in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both salaries and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations have been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's Board.

**Eligibility Requirements:**

- Good academic standing and record
- Recommendation from principal, teachers and guidance counsels
- Interested in pursuing a career in media

Emma L. Bowen Intern for the Summer 2019  
Northwestern Illinois University student

**6. (viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.**

The station encourages employees to apply for promotions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. In this reporting period, the station has trained union and 2 non-union employees to better prepare and be well suited for the following positions:

- Associate Producer
- Traffic Coordinator
- NABET Technician

Fox Stations Sales, an in-house national sales organization, maintains a program to train new sales account executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's Television Stations and Sales offices throughout the United States.

**On Air Notice:** Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WFLD/WPWR to provide them with information about full-time openings at the station. Such requests must include

the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Human Resources Director, 205 N. Michigan Ave., Chicago, IL. 60601. We appreciate your organization's help in publicizing our job openings! WFLD/WPWR is an Equal Opportunity Employer.